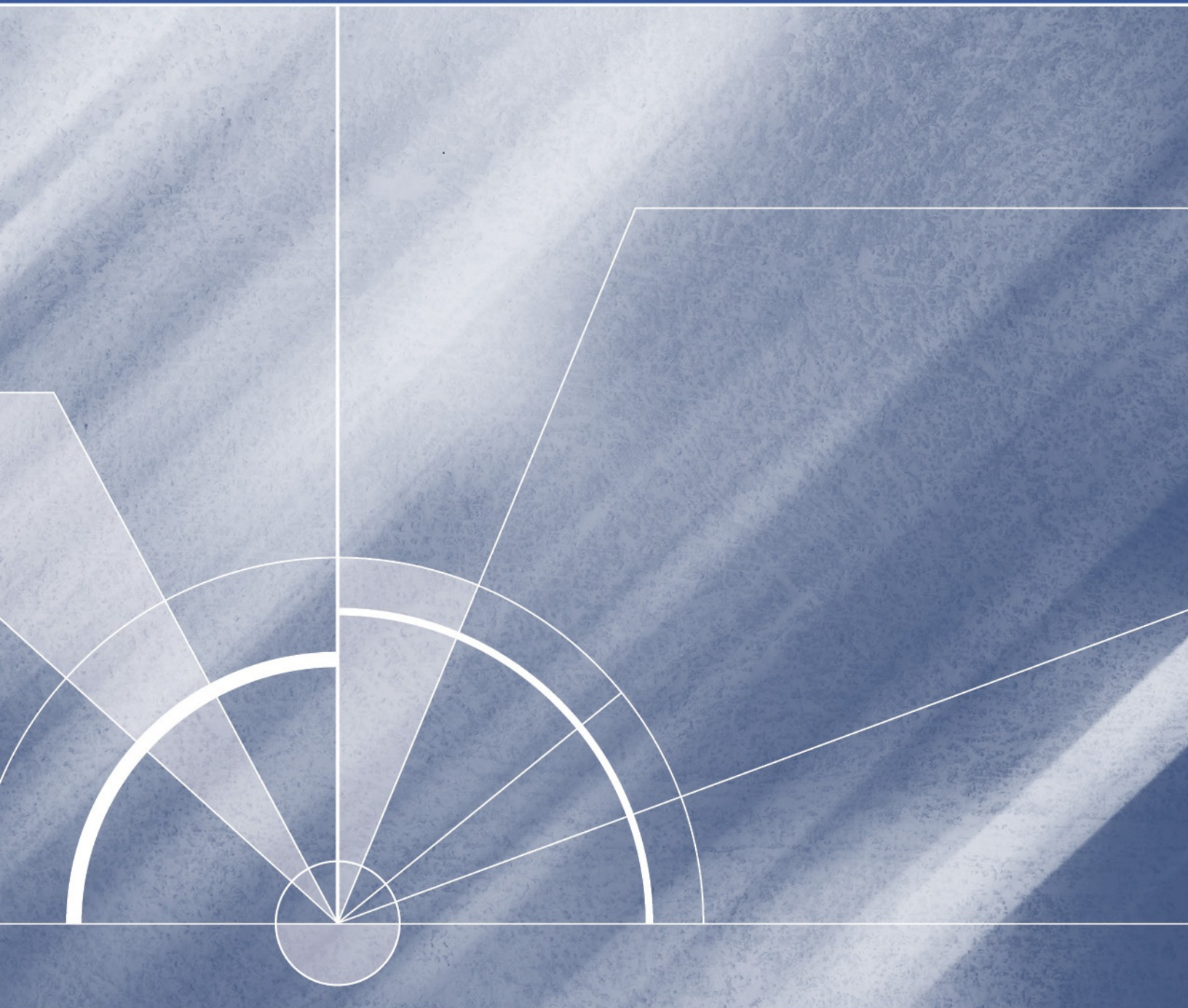


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Age
Group
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Age Group Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
25 and under	84
26-29	295
30-39	1,611
40-49	2,168
50-59	3,560
60 or older	1,696

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

Environmental Protection Agency

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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
25 and under	83	84.5%	7.1%	8.4%
26-29	295	82.0%	8.0%	10.0%
30-39	1,607	76.7%	11.6%	11.8%
40-49	2,163	71.5%	12.6%	15.9%
50-59	3,549	67.6%	15.6%	16.8%
60 or older	1,693	64.2%	18.9%	16.8%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
25 and under	84	78.7%	9.7%	11.6%
26-29	293	74.5%	14.5%	11.0%
30-39	1,603	72.1%	14.2%	13.7%
40-49	2,158	72.8%	12.6%	14.5%
50-59	3,544	71.3%	14.2%	14.5%
60 or older	1,686	73.2%	14.3%	12.5%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
25 and under	84	74.4%	16.6%	9.0%
26-29	292	71.6%	16.4%	12.0%
30-39	1,600	70.4%	14.0%	15.6%
40-49	2,150	68.3%	14.5%	17.2%
50-59	3,519	66.0%	16.0%	18.0%
60 or older	1,678	65.1%	17.5%	17.4%

Environmental Protection Agency

Age Group Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
25 and under	84	84.7%	8.4%	6.8%
26-29	295	77.8%	11.1%	11.1%
30-39	1,603	75.5%	13.5%	11.0%
40-49	2,160	76.6%	13.1%	10.4%
50-59	3,541	76.1%	12.6%	11.3%
60 or older	1,686	77.2%	11.6%	11.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
25 and under	84	89.3%	6.0%	4.8%
26-29	293	79.0%	14.0%	7.0%
30-39	1,598	82.2%	11.4%	6.4%
40-49	2,145	83.4%	11.1%	5.5%
50-59	3,522	84.6%	9.3%	6.0%
60 or older	1,676	86.2%	9.0%	4.8%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
25 and under	84	89.3%	6.1%	4.6%
26-29	293	81.1%	11.1%	7.8%
30-39	1,597	78.9%	11.8%	9.3%
40-49	2,149	80.3%	10.4%	9.3%
50-59	3,522	80.0%	10.8%	9.3%
60 or older	1,672	80.8%	11.4%	7.7%

Environmental Protection Agency

Age Group Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
25 and under	84	100.0%	0.0%	0.0%
26-29	294	98.7%	0.6%	0.7%
30-39	1,605	96.6%	2.1%	1.3%
40-49	2,162	96.8%	2.2%	1.0%
50-59	3,539	96.1%	2.2%	1.7%
60 or older	1,688	95.8%	2.9%	1.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
25 and under	84	94.3%	5.7%	0.0%
26-29	295	94.3%	5.7%	0.0%
30-39	1,607	91.9%	6.6%	1.5%
40-49	2,152	91.0%	7.4%	1.6%
50-59	3,529	90.6%	7.6%	1.9%
60 or older	1,678	89.6%	8.6%	1.7%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
25 and under	83	57.2%	19.3%	23.5%	0
26-29	294	45.0%	20.8%	34.1%	0
30-39	1,606	37.7%	19.4%	42.9%	2
40-49	2,161	40.5%	15.9%	43.7%	2
50-59	3,538	39.1%	16.8%	44.1%	8
60 or older	1,684	41.1%	15.9%	43.0%	4

Environmental Protection Agency Age Group Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
25 and under	84	82.1%	12.1%	5.9%	0
26-29	293	67.1%	18.3%	14.6%	0
30-39	1,604	58.0%	16.9%	25.1%	3
40-49	2,153	56.5%	16.8%	26.7%	4
50-59	3,529	55.6%	17.8%	26.6%	3
60 or older	1,683	59.8%	17.9%	22.3%	2

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
25 and under	83	60.6%	24.3%	15.1%	0
26-29	290	59.6%	20.6%	19.8%	0
30-39	1,595	63.8%	16.1%	20.1%	4
40-49	2,139	60.8%	16.2%	23.0%	4
50-59	3,467	60.2%	16.9%	22.9%	15
60 or older	1,646	59.1%	16.7%	24.2%	8

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
25 and under	84	93.0%	3.4%	3.6%	0
26-29	290	88.5%	6.4%	5.1%	1
30-39	1,594	83.5%	8.0%	8.5%	12
40-49	2,156	81.8%	9.2%	9.0%	4
50-59	3,512	82.2%	9.9%	7.9%	20
60 or older	1,673	81.1%	11.2%	7.7%	10

Environmental Protection Agency Age Group Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
25 and under	83	96.6%	3.4%	0.0%	0
26-29	291	90.6%	6.2%	3.1%	1
30-39	1,592	89.9%	7.4%	2.8%	3
40-49	2,136	91.7%	5.8%	2.5%	3
50-59	3,503	90.5%	6.3%	3.2%	11
60 or older	1,665	89.8%	7.1%	3.1%	9

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
25 and under	84	76.9%	9.6%	13.5%	0
26-29	293	70.0%	13.4%	16.6%	0
30-39	1,599	72.6%	12.7%	14.7%	5
40-49	2,152	72.6%	11.9%	15.5%	4
50-59	3,517	72.2%	13.1%	14.6%	10
60 or older	1,680	74.0%	12.9%	13.1%	5

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
25 and under	80	79.3%	10.5%	10.2%	4
26-29	288	83.3%	11.1%	5.6%	6
30-39	1,588	81.7%	9.9%	8.3%	22
40-49	2,145	78.0%	11.4%	10.6%	16
50-59	3,511	72.5%	14.0%	13.5%	29
60 or older	1,676	70.9%	15.5%	13.6%	12

Environmental Protection Agency Age Group Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
25 and under	83	89.3%	5.0%	5.7%	0
26-29	292	83.8%	11.0%	5.2%	1
30-39	1,601	84.9%	10.4%	4.6%	4
40-49	2,151	87.2%	9.0%	3.8%	5
50-59	3,513	86.7%	9.8%	3.5%	12
60 or older	1,679	85.2%	10.9%	3.8%	3

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
25 and under	79	74.6%	15.4%	10.0%	5
26-29	268	79.3%	12.9%	7.7%	25
30-39	1,473	69.5%	16.6%	13.9%	127
40-49	1,996	66.2%	17.4%	16.4%	154
50-59	3,278	60.1%	20.3%	19.5%	243
60 or older	1,551	61.6%	21.2%	17.2%	132

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
25 and under	84	72.2%	10.9%	17.0%	0
26-29	292	63.4%	18.4%	18.3%	1
30-39	1,593	55.2%	20.4%	24.4%	16
40-49	2,137	51.2%	23.8%	24.9%	27
50-59	3,494	49.1%	25.6%	25.4%	38
60 or older	1,669	48.9%	27.9%	23.3%	13

Environmental Protection Agency Age Group Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
25 and under	79	72.8%	6.4%	20.7%	5
26-29	282	73.9%	10.7%	15.4%	13
30-39	1,576	67.0%	13.7%	19.3%	34
40-49	2,141	66.6%	14.8%	18.7%	26
50-59	3,495	64.4%	15.6%	20.0%	61
60 or older	1,660	63.3%	17.0%	19.7%	30

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
25 and under	84	87.4%	6.9%	5.6%
26-29	295	83.9%	9.6%	6.5%
30-39	1,611	82.7%	9.7%	7.6%
40-49	2,167	82.8%	9.6%	7.7%
50-59	3,554	82.8%	9.6%	7.5%
60 or older	1,689	84.6%	9.0%	6.4%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
25 and under	72	50.0%	23.2%	26.8%	10
26-29	284	56.4%	19.7%	23.9%	10
30-39	1,557	47.9%	19.1%	33.0%	53
40-49	2,096	42.1%	21.9%	36.0%	64
50-59	3,426	40.1%	22.9%	37.0%	125
60 or older	1,619	41.7%	21.7%	36.6%	69

Environmental Protection Agency Age Group Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
25 and under	67	50.7%	25.7%	23.6%	17
26-29	253	48.9%	31.3%	19.8%	39
30-39	1,434	42.4%	27.2%	30.4%	171
40-49	1,949	43.6%	27.0%	29.4%	206
50-59	3,255	41.3%	27.1%	31.6%	283
60 or older	1,561	40.7%	29.9%	29.4%	124

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
25 and under	67	29.3%	30.4%	40.3%	17
26-29	234	25.7%	31.2%	43.2%	60
30-39	1,319	25.6%	27.3%	47.1%	284
40-49	1,853	31.4%	30.0%	38.7%	309
50-59	3,102	33.7%	31.9%	34.4%	438
60 or older	1,454	33.3%	35.0%	31.6%	230

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
25 and under	75	42.7%	23.9%	33.5%	9
26-29	259	36.8%	28.1%	35.1%	32
30-39	1,422	38.2%	26.4%	35.4%	183
40-49	1,947	38.7%	27.9%	33.4%	214
50-59	3,245	39.9%	29.4%	30.8%	296
60 or older	1,549	41.3%	31.2%	27.5%	138

Environmental Protection Agency Age Group Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
25 and under	71	55.2%	30.9%	13.9%	13
26-29	238	53.5%	26.0%	20.5%	53
30-39	1,344	49.4%	25.6%	25.1%	255
40-49	1,903	50.3%	23.0%	26.7%	251
50-59	3,200	50.3%	23.3%	26.4%	326
60 or older	1,553	49.6%	25.6%	24.9%	131

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
25 and under	82	88.1%	6.0%	5.9%	2
26-29	293	84.3%	8.7%	7.0%	0
30-39	1,596	82.2%	9.0%	8.8%	4
40-49	2,148	80.2%	10.7%	9.1%	9
50-59	3,503	78.8%	10.8%	10.4%	20
60 or older	1,674	78.7%	12.1%	9.2%	11

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
25 and under	73	80.5%	12.5%	7.0%	11
26-29	275	75.1%	19.2%	5.7%	18
30-39	1,519	64.7%	22.9%	12.4%	84
40-49	2,049	58.0%	28.8%	13.2%	112
50-59	3,367	54.3%	29.8%	15.9%	169
60 or older	1,610	52.8%	33.8%	13.5%	80

Environmental Protection Agency

Age Group Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
25 and under	84	87.4%	12.6%	0.0%
26-29	295	93.3%	6.0%	0.7%
30-39	1,606	90.3%	8.3%	1.4%
40-49	2,160	90.4%	7.6%	2.0%
50-59	3,553	91.0%	7.7%	1.2%
60 or older	1,687	90.2%	8.4%	1.5%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
25 and under	79	83.7%	7.7%	8.6%	1
26-29	293	80.8%	12.2%	7.1%	0
30-39	1,561	78.3%	11.2%	10.5%	21
40-49	2,089	74.5%	15.6%	9.9%	45
50-59	3,427	74.2%	15.4%	10.4%	73
60 or older	1,643	75.2%	14.9%	9.9%	34

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
25 and under	80	56.3%	17.3%	26.4%	0
26-29	291	50.3%	23.6%	26.1%	1
30-39	1,534	48.9%	21.6%	29.5%	47
40-49	2,083	46.3%	23.6%	30.1%	54
50-59	3,381	47.6%	23.9%	28.5%	127
60 or older	1,626	49.7%	23.5%	26.8%	52

Environmental Protection Agency

Age Group Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
25 and under	79	65.2%	16.3%	18.4%	1
26-29	287	69.8%	16.4%	13.8%	6
30-39	1,555	62.6%	18.8%	18.6%	28
40-49	2,098	60.9%	20.2%	18.9%	42
50-59	3,418	58.5%	20.9%	20.6%	93
60 or older	1,638	59.9%	22.2%	17.9%	39

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
25 and under	77	54.5%	24.5%	21.0%	3
26-29	280	55.8%	24.7%	19.5%	11
30-39	1,537	49.2%	27.0%	23.8%	36
40-49	2,046	50.4%	25.4%	24.2%	85
50-59	3,379	48.3%	26.8%	25.0%	120
60 or older	1,599	49.0%	27.1%	23.9%	71

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
25 and under	65	36.5%	26.5%	37.1%	15
26-29	247	30.7%	32.0%	37.4%	44
30-39	1,410	23.8%	27.8%	48.4%	170
40-49	1,915	22.0%	30.7%	47.2%	223
50-59	3,190	22.5%	32.0%	45.5%	312
60 or older	1,495	22.1%	35.6%	42.2%	175

Environmental Protection Agency Age Group Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
25 and under	73	75.2%	15.5%	9.4%	7
26-29	264	69.9%	19.4%	10.8%	29
30-39	1,462	64.5%	21.0%	14.5%	121
40-49	2,000	61.9%	23.0%	15.1%	133
50-59	3,310	62.7%	22.7%	14.6%	197
60 or older	1,581	66.3%	22.9%	10.8%	88

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
25 and under	78	94.9%	1.4%	3.7%	2
26-29	290	88.4%	8.1%	3.6%	3
30-39	1,550	87.4%	8.4%	4.1%	31
40-49	2,099	85.1%	10.0%	4.9%	39
50-59	3,452	82.9%	11.5%	5.6%	60
60 or older	1,651	84.3%	11.2%	4.5%	25

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
25 and under	77	88.5%	4.7%	6.8%	2
26-29	287	85.9%	9.2%	4.9%	4
30-39	1,559	84.0%	11.4%	4.5%	20
40-49	2,112	84.2%	11.0%	4.8%	16
50-59	3,462	84.5%	11.6%	3.9%	35
60 or older	1,661	86.2%	10.3%	3.5%	12

Environmental Protection Agency

Age Group Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
25 and under	76	68.6%	16.4%	15.0%	4
26-29	266	65.3%	16.5%	18.2%	26
30-39	1,449	60.6%	19.3%	20.0%	131
40-49	1,958	58.6%	22.1%	19.3%	167
50-59	3,255	54.3%	22.0%	23.7%	256
60 or older	1,566	56.8%	22.8%	20.3%	109

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
25 and under	72	87.6%	8.5%	3.8%	8
26-29	253	87.5%	9.8%	2.7%	40
30-39	1,375	80.3%	11.7%	8.0%	200
40-49	1,889	72.2%	17.2%	10.7%	238
50-59	3,126	68.0%	18.8%	13.2%	366
60 or older	1,511	71.5%	18.3%	10.2%	159

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
25 and under	80	81.7%	10.8%	7.6%	0
26-29	293	78.3%	16.9%	4.9%	0
30-39	1,571	73.8%	14.3%	11.9%	15
40-49	2,107	72.4%	16.3%	11.3%	26
50-59	3,447	72.4%	15.9%	11.7%	58
60 or older	1,645	69.9%	16.6%	13.5%	29

Environmental Protection Agency

Age Group Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
25 and under	80	84.2%	12.1%	3.7%
26-29	292	81.3%	10.5%	8.2%
30-39	1,583	71.5%	14.7%	13.8%
40-49	2,132	66.3%	19.9%	13.9%
50-59	3,506	64.6%	19.4%	16.0%
60 or older	1,677	64.7%	19.4%	15.9%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
25 and under	69	51.9%	24.8%	23.3%	10
26-29	266	54.0%	25.4%	20.5%	27
30-39	1,442	43.0%	23.2%	33.8%	141
40-49	1,937	40.1%	27.5%	32.5%	204
50-59	3,197	40.7%	28.5%	30.8%	319
60 or older	1,527	40.1%	29.7%	30.2%	156

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
25 and under	80	95.6%	3.3%	1.1%	0
26-29	291	95.4%	2.7%	1.8%	1
30-39	1,578	91.9%	3.5%	4.6%	4
40-49	2,128	89.0%	5.7%	5.3%	13
50-59	3,493	87.9%	6.9%	5.2%	19
60 or older	1,669	86.8%	9.5%	3.7%	9

Environmental Protection Agency Age Group Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
25 and under	80	87.5%	4.9%	7.6%	0
26-29	293	84.2%	10.9%	5.0%	0
30-39	1,570	82.8%	8.3%	8.9%	8
40-49	2,126	78.8%	11.6%	9.6%	9
50-59	3,491	74.7%	13.3%	12.0%	13
60 or older	1,670	68.9%	17.4%	13.8%	5

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
25 and under	80	80.3%	7.3%	12.4%	0
26-29	291	84.4%	8.3%	7.3%	0
30-39	1,571	77.2%	11.1%	11.7%	8
40-49	2,112	74.5%	13.3%	12.2%	13
50-59	3,456	70.7%	15.5%	13.8%	28
60 or older	1,659	66.8%	19.0%	14.2%	9

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
25 and under	74	83.3%	11.8%	4.9%	6
26-29	268	84.8%	13.3%	1.9%	24
30-39	1,426	81.2%	13.7%	5.2%	148
40-49	1,920	77.8%	16.5%	5.7%	215
50-59	3,191	74.7%	18.3%	7.0%	303
60 or older	1,514	71.7%	22.4%	5.9%	155

Environmental Protection Agency

Age Group Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
25 and under	79	76.1%	6.2%	17.7%	0
26-29	292	76.5%	12.2%	11.2%	0
30-39	1,573	73.0%	13.8%	13.2%	6
40-49	2,120	71.6%	15.1%	13.2%	11
50-59	3,475	67.5%	18.5%	14.0%	16
60 or older	1,663	63.2%	23.2%	13.6%	6

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
25 and under	79	88.9%	6.3%	4.8%	0
26-29	289	87.8%	7.1%	5.0%	4
30-39	1,569	80.2%	10.0%	9.8%	11
40-49	2,105	77.0%	12.7%	10.3%	31
50-59	3,449	73.9%	15.1%	11.1%	55
60 or older	1,633	71.2%	17.9%	10.9%	36

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
25 and under	80	94.1%	3.5%	2.4%
26-29	293	94.5%	3.4%	2.1%
30-39	1,581	87.1%	6.1%	6.8%
40-49	2,134	85.5%	8.0%	6.5%
50-59	3,514	83.5%	8.1%	8.3%
60 or older	1,676	82.3%	9.5%	8.2%

Environmental Protection Agency

Age Group Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
25 and under	79	94.0%	2.5%	3.4%
26-29	293	95.2%	3.0%	1.8%
30-39	1,578	91.1%	4.6%	4.3%
40-49	2,134	88.5%	6.3%	5.1%
50-59	3,501	85.5%	7.8%	6.6%
60 or older	1,672	85.1%	8.0%	6.9%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
25 and under	80	96.3%	1.1%	2.6%
26-29	293	97.2%	1.4%	1.4%
30-39	1,579	94.3%	3.1%	2.7%
40-49	2,129	92.2%	3.7%	4.2%
50-59	3,502	90.8%	5.2%	4.0%
60 or older	1,673	89.8%	6.7%	3.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
25 and under	80	84.5%	8.5%	7.0%
26-29	292	88.0%	7.4%	4.6%
30-39	1,578	80.5%	10.0%	9.4%
40-49	2,137	77.4%	12.1%	10.5%
50-59	3,502	73.4%	14.3%	12.2%
60 or older	1,669	74.4%	13.7%	11.9%

Environmental Protection Agency Age Group Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
25 and under	80	79.9%	16.7%	3.4%
26-29	293	88.6%	8.9%	2.5%
30-39	1,577	80.6%	13.1%	6.3%
40-49	2,138	81.9%	11.9%	6.2%
50-59	3,505	78.2%	13.1%	8.7%
60 or older	1,676	78.0%	13.8%	8.3%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
25 and under	78	47.8%	18.9%	33.3%	1
26-29	281	46.6%	17.9%	35.5%	11
30-39	1,542	39.9%	18.9%	41.2%	28
40-49	2,074	37.7%	22.9%	39.4%	50
50-59	3,420	38.4%	24.3%	37.3%	73
60 or older	1,646	37.9%	25.5%	36.6%	28

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
25 and under	77	56.5%	18.1%	25.4%	2
26-29	265	63.3%	12.5%	24.2%	26
30-39	1,473	50.1%	17.4%	32.5%	92
40-49	1,976	47.0%	24.9%	28.1%	146
50-59	3,226	48.9%	23.3%	27.8%	259
60 or older	1,558	49.0%	23.5%	27.5%	108

Environmental Protection Agency

Age Group Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
25 and under	77	82.2%	13.2%	4.6%	2
26-29	276	86.1%	7.9%	6.0%	14
30-39	1,478	78.5%	11.8%	9.7%	88
40-49	1,983	72.4%	17.8%	9.8%	130
50-59	3,266	71.0%	18.0%	11.0%	197
60 or older	1,548	69.6%	20.2%	10.2%	116

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
25 and under	77	82.8%	8.3%	8.9%	2
26-29	285	76.9%	14.5%	8.6%	5
30-39	1,544	66.6%	17.1%	16.3%	20
40-49	2,094	65.5%	18.1%	16.4%	20
50-59	3,420	64.5%	19.2%	16.3%	47
60 or older	1,635	62.5%	23.1%	14.4%	27

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
25 and under	73	81.4%	14.6%	4.0%	6
26-29	270	82.6%	11.7%	5.7%	21
30-39	1,444	69.9%	18.1%	11.9%	116
40-49	1,954	67.9%	19.8%	12.4%	156
50-59	3,228	65.5%	21.8%	12.7%	235
60 or older	1,537	62.6%	25.5%	11.9%	122

Environmental Protection Agency

Age Group Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
25 and under	78	65.2%	19.8%	15.0%	1
26-29	282	67.8%	15.1%	17.1%	9
30-39	1,518	62.4%	17.8%	19.8%	45
40-49	2,061	61.4%	19.7%	18.9%	55
50-59	3,363	59.6%	20.1%	20.3%	107
60 or older	1,588	57.3%	23.7%	19.0%	75

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
25 and under	79	68.0%	14.9%	17.1%	0
26-29	286	73.4%	16.0%	10.6%	4
30-39	1,526	67.4%	17.5%	15.0%	36
40-49	2,069	66.1%	17.9%	16.0%	50
50-59	3,364	64.4%	19.2%	16.4%	112
60 or older	1,591	61.6%	22.9%	15.5%	73

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
25 and under	79	77.8%	18.7%	3.6%	0
26-29	276	80.2%	14.5%	5.3%	16
30-39	1,497	71.9%	18.9%	9.2%	63
40-49	2,050	67.9%	20.3%	11.8%	72
50-59	3,338	66.3%	20.5%	13.2%	142
60 or older	1,607	66.8%	20.9%	12.3%	64

Environmental Protection Agency

Age Group Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
25 and under	78	61.6%	16.5%	21.9%	1
26-29	283	57.3%	13.1%	29.6%	7
30-39	1,533	51.2%	18.1%	30.7%	31
40-49	2,082	46.1%	23.8%	30.1%	39
50-59	3,416	48.1%	22.5%	29.4%	64
60 or older	1,638	46.5%	22.2%	31.3%	25

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
25 and under	62	68.9%	19.6%	11.5%	17
26-29	248	68.1%	19.7%	12.2%	42
30-39	1,299	64.4%	22.3%	13.3%	266
40-49	1,812	63.9%	23.1%	13.0%	308
50-59	3,057	63.4%	23.6%	13.0%	427
60 or older	1,444	60.8%	27.7%	11.5%	225

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
25 and under	79	56.8%	19.5%	23.6%
26-29	287	65.3%	19.6%	15.0%
30-39	1,561	56.9%	21.1%	22.0%
40-49	2,114	58.0%	20.1%	21.8%
50-59	3,474	56.4%	21.3%	22.2%
60 or older	1,667	54.7%	22.6%	22.8%

Environmental Protection Agency

Age Group Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
25 and under	79	49.9%	19.9%	30.2%
26-29	286	57.5%	18.3%	24.2%
30-39	1,561	49.3%	22.6%	28.2%
40-49	2,114	55.0%	19.6%	25.4%
50-59	3,473	55.6%	20.6%	23.8%
60 or older	1,665	54.6%	23.1%	22.3%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
25 and under	79	80.8%	9.1%	10.1%
26-29	286	64.3%	19.3%	16.4%
30-39	1,552	61.0%	20.1%	19.0%
40-49	2,112	59.3%	21.3%	19.4%
50-59	3,459	57.6%	21.3%	21.2%
60 or older	1,663	57.0%	21.1%	21.9%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
25 and under	79	46.3%	20.5%	33.2%
26-29	287	49.9%	19.8%	30.4%
30-39	1,553	38.6%	25.8%	35.6%
40-49	2,105	39.0%	27.3%	33.7%
50-59	3,460	39.7%	28.7%	31.6%
60 or older	1,660	38.4%	28.6%	33.0%

Environmental Protection Agency Age Group Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
25 and under	79	47.9%	31.0%	21.1%
26-29	287	41.3%	31.1%	27.6%
30-39	1,558	33.7%	30.3%	36.0%
40-49	2,105	34.4%	28.8%	36.7%
50-59	3,463	33.0%	31.6%	35.4%
60 or older	1,655	31.3%	37.1%	31.6%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
25 and under	79	77.2%	11.6%	11.2%
26-29	287	59.4%	18.2%	22.4%
30-39	1,554	55.2%	25.1%	19.7%
40-49	2,105	53.6%	24.2%	22.2%
50-59	3,460	53.8%	27.1%	19.1%
60 or older	1,660	52.9%	29.4%	17.7%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
25 and under	79	80.4%	12.3%	7.3%
26-29	287	75.1%	12.7%	12.2%
30-39	1,560	69.4%	16.9%	13.7%
40-49	2,107	70.3%	17.2%	12.5%
50-59	3,467	69.8%	16.6%	13.6%
60 or older	1,663	70.2%	16.1%	13.7%

Environmental Protection Agency Age Group Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
25 and under	79	67.3%	17.4%	15.3%
26-29	286	67.4%	14.9%	17.7%
30-39	1,561	69.8%	15.3%	14.8%
40-49	2,110	69.9%	14.3%	15.8%
50-59	3,464	69.5%	14.5%	15.9%
60 or older	1,663	68.1%	16.8%	15.1%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
25 and under	79	75.1%	14.1%	10.8%
26-29	287	70.8%	16.6%	12.6%
30-39	1,562	60.1%	20.7%	19.2%
40-49	2,113	60.3%	21.6%	18.1%
50-59	3,461	59.5%	20.8%	19.6%
60 or older	1,663	57.1%	21.6%	21.3%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
25 and under	79	75.2%	13.7%	9.8%	1.3%
26-29	285	86.1%	3.1%	5.5%	5.2%
30-39	1,556	90.3%	2.1%	3.5%	4.0%
40-49	2,109	91.8%	2.5%	2.8%	2.9%
50-59	3,457	90.3%	3.2%	3.3%	3.2%
60 or older	1,654	89.7%	2.1%	4.3%	4.0%

Environmental Protection Agency Age Group Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
25 and under	79	1.2%	35.6%	7.6%	24.0%
26-29	285	1.1%	38.6%	18.6%	23.6%
30-39	1,559	2.0%	51.9%	14.9%	18.0%
40-49	2,116	3.6%	54.6%	11.5%	17.6%
50-59	3,470	4.2%	45.9%	11.9%	20.5%
60 or older	1,661	3.4%	39.1%	10.8%	21.6%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
25 and under	79	0.0%	0.0%	11.0%	20.6%
26-29	285	1.4%	0.4%	4.6%	11.7%
30-39	1,559	1.3%	0.9%	2.9%	8.2%
40-49	2,116	1.9%	0.9%	2.5%	7.4%
50-59	3,470	2.3%	0.7%	2.6%	12.0%
60 or older	1,661	2.5%	1.9%	1.9%	18.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
25 and under	79	65.1%	30.0%	4.9%
26-29	286	71.1%	26.9%	2.1%
30-39	1,554	70.5%	28.0%	1.6%
40-49	2,103	66.8%	30.3%	2.9%
50-59	3,450	65.9%	31.6%	2.5%
60 or older	1,649	60.7%	37.0%	2.3%

Environmental Protection Agency Age Group Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
25 and under	79	48.2%	48.2%	3.7%
26-29	287	49.3%	48.3%	2.4%
30-39	1,546	39.1%	56.7%	4.2%
40-49	2,107	38.9%	57.5%	3.6%
50-59	3,450	36.5%	60.1%	3.3%
60 or older	1,650	35.7%	61.3%	3.0%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
25 and under	77	14.0%	84.4%	1.5%
26-29	286	9.9%	87.6%	2.5%
30-39	1,540	9.4%	87.6%	3.0%
40-49	2,097	12.4%	85.0%	2.6%
50-59	3,428	14.2%	84.1%	1.7%
60 or older	1,645	12.2%	86.4%	1.4%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
25 and under	79	2.4%	88.7%	8.9%
26-29	286	3.1%	85.5%	11.4%
30-39	1,548	5.7%	76.3%	18.0%
40-49	2,099	4.2%	82.6%	13.1%
50-59	3,435	1.8%	88.8%	9.4%
60 or older	1,654	1.8%	90.2%	8.0%

Environmental Protection Agency Age Group Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
25 and under	79	1.2%	89.9%	8.9%
26-29	286	1.0%	89.3%	9.6%
30-39	1,551	0.8%	83.9%	15.3%
40-49	2,096	1.9%	85.3%	12.8%
50-59	3,446	3.1%	85.4%	11.5%
60 or older	1,642	3.0%	87.2%	9.8%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
25 and under	53	91.1%	8.9%	0.0%	1
26-29	230	94.4%	3.9%	1.7%	5
30-39	1,342	87.0%	6.8%	6.2%	7
40-49	1,836	88.6%	6.7%	4.7%	11
50-59	2,855	88.4%	6.9%	4.6%	15
60 or older	1,230	86.6%	9.8%	3.6%	16

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
25 and under	52	98.1%	1.9%	0.0%	0
26-29	203	95.5%	1.4%	3.0%	3
30-39	1,081	94.1%	3.4%	2.5%	12
40-49	1,391	94.2%	4.1%	1.7%	19
50-59	2,265	93.9%	4.2%	1.9%	29
60 or older	992	93.6%	4.4%	2.0%	13

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Age Group Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
25 and under	36	88.5%	8.2%	3.3%	2
26-29	139	84.0%	11.7%	4.3%	2
30-39	591	85.1%	10.4%	4.4%	24
40-49	798	86.7%	10.8%	2.6%	20
50-59	1,235	86.6%	11.0%	2.4%	43
60 or older	581	85.7%	12.3%	2.0%	22

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
25 and under	12	68.4%	15.1%	16.6%	1
26-29	26	76.4%	11.7%	11.9%	4
30-39	146	78.4%	17.4%	4.2%	17
40-49	252	84.9%	9.5%	5.6%	23
50-59	471	81.0%	14.4%	4.6%	66
60 or older	204	84.0%	13.0%	3.1%	24

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
25 and under	<10	--	--	--	--
26-29	<10	--	--	--	--
30-39	87	73.3%	17.6%	9.1%	15
40-49	85	83.3%	13.2%	3.5%	22
50-59	55	62.7%	35.6%	1.7%	50
60 or older	22	71.8%	28.2%	0.0%	24

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Age Group Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
25 and under	<10	--	--	--	--
26-29	<10	--	--	--	--
30-39	<10	--	--	--	--
40-49	41	75.3%	24.7%	0.0%	21
50-59	107	71.6%	25.2%	3.1%	35
60 or older	49	75.3%	19.8%	4.9%	25

**The results for this item only include employees who indicated that they participated in this program.*